

Bio

Dr. James R. Jones is an assistant professor of African American Studies and Sociology at Rutgers University-Newark. He received his PhD in Sociology from Columbia University in 2017. Dr. Jones is a leading expert on congressional staff diversity. He has authored three groundbreaking policy reports on racial representation among congressional staff. His research demonstrates that racial minorities are underrepresented in both top and junior staff positions on Capitol Hill. His academic research uses the experiences of Black workers in government to understand the complicated relationship between racism, power, and inequality in American democratic institutions.

James R. Jones

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175 University Avenue
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ACADEMIC APPOINTMENTS

Rutgers University – Joint Appointment in the Departments of African American Studies and Sociology, Newark, New Jersey

- 2017- Present Assistant Professor
- 2016- 2017 Postdoctoral Research Associate

Princeton University – Department of African American Studies, Princeton, New Jersey

- 2019-2020 Visiting Research Scholar and Lecturer

EDUCATION

Columbia University, New York, NY

- Ph.D. Sociology, February 2017
Winner of the Robert K. Merton Best Dissertation Award, Department of Sociology, Columbia University
- M.Phil. Sociology, October 2013
- M.A., Sociology, May 2011

George Washington University, Washington, D.C.

- B.A., *cum laude* in Political Science, May 2009

FIELDS OF INTERESTS

Race/Racism, Political Sociology, Organizations/Occupations, and Qualitative Methods

PUBLICATIONS

BOOKS

Jones, James R. *The Last Plantation: Race in the halls of Congress*. Princeton University Press
(Under Contract, Expected 2022)

ARTICLES

Jones, James R. 2019. "Congress as a Racialized Social System" Race, Organizations, and the Organizing Process (Research in the Sociology of Organizations). Melissa Wooten, ed. Emerald Insight Limited, 171-191.

Jones, James R. 2017. "Racing Through the Halls of Congress: The "Black Nod" as an Adaptive Strategy for Surviving in a Raced Institution." *Du Bois Review: Social Science Research on Race*, (14)1, 165-187.

NON-PEER REVIEWED PUBLICATIONS

- Jones, James R.** 2018. "Morality in Racialized Institutions" *British Journal of Sociology*. (69) 3, 560-564. Invited commentary on Annual BJS Lecture by Alondra Nelson.
- Jones, James R.** 2017. Review of *The Black Elephant in the Room: The Unexpected Politics of African American Republicans* for the *British Journal of Sociology* (68) 4, 791-793.
- Jones, James R.** 2014. Review of *Opting Out: Losing Out on the Potential of America's Young Black Elite* and *No More Invisible Men: Race and Gender in Men's Work* for *Sociological Forum* (29)1, 269-274.

PUBLICALLY-ENGAGED WORKS

- Jones, R. James,** Tiffany Win, and Carlos M. Vera. 2021. "Who Congress Pays: Analysis of Lawmakers' Use of Intern Allowances in the 116th Congress." Policy paper for Pay Your Interns. <https://payourinterns.org/wp-content/uploads/2021/03/Pay-Our-Interns-Who-Congress-Pays.pdf>
- Jones, James R.** 2020 "The Color of Congress: Racial Diversity Amongst Interns in the U.S of Representatives." Policy paper for Pay Your Interns. <https://payourinterns.org/wp-content/uploads/2020/07/Color-Of-Congress-Report.pdf>
- Jones, James R.** 2015. "Racial Diversity in the Senate Workplace" Policy Paper for the Joint Center for Political and Economic Studies. <https://jointcenter.org/racial-diversity-among-top-senate-staff/>

RESEARCH IN PROGRESS

- Jones, James R.** "Serving the Last Plantation: The racial politics of food, work, and space in the U.S. House restaurants."
- Jones, James R.** "How Congress Works: Toward a sociological theory of legislative work."

OTHER WRITING

- Jones, James R.** 2021. "The Racist History of the United States Capitol Police." <https://www.thedailybeast.com/the-racist-history-of-the-united-states-capitol-police?ref=author>
- Jones, James R.** 2020. "Politics and Inequality in Washington" *Footnotes* (48) 5, 5. American Sociological Association. <https://www.asanet.org/news-events/footnotes/sep-oct-nov-2020/features/politics-and-inequality-washington>
- Jones, James R.** 2020. "Racism and Inequality in Congress" *The Legislative Scholar*, 11. American Political Science Association. https://politicalsciencenow.com/wp-content/uploads/2020/10/LSS-Newsletter_Fall-2020.pdf
- Jones, James R.** 2020. "It's Time to Hold Congress Accountable for its Own Racism" *New Jersey Star Ledger*. September 13. <https://www.nj.com/opinion/2020/09/its-time-to-hold-congress-accountable-for-its-own-racism-opinion.html>

- Jones, James R.** and Carlos Mark Vera. 2020. "Most Congressional Interns are Still White." *Teen Vogue*. July 6. <https://www.teenvogue.com/story/congress-interns-racial-disparities>
- Jones, James R.** 2018. "What 'Sex and the City' taught me about love, life, and politics." *WHYY*. June 5. <https://whyy.org/articles/what-sex-and-the-city-taught-me-about-love-life-and-politics/>
- Jones, James R.** 2017. "Inclusive admission won't hurt white students, but it will make your university better." *WHYY*. August 31. <https://whyy.org/articles/essay-inclusive-admission-wont-hurt-white-students-but-it-will-make-your-university-better/>
- Jones, James R.** 2017. "The 'Black Nod': What a simple gesture tells us about Congress." *Work in Progress*. June 1. <http://workinprogress.oowsection.org/2017/06/01/the-black-nod-what-a-simple-gesture-tell-us-about-congress/#more-5186>
- Jones, James R.** 2017. "Racial representation: A solution to inequality in the People's House." *The Hill*. May 10. <http://thehill.com/blogs/pundits-blog/civil-rights/332790-racial-representation-a-solution-to-inequality-in-the-peoples?rnd=1494442373>
- Jones, James R.** 2017. "'Moonlight' illuminates a new vision of the black community." *NewsWorks*. March 9. <https://whyy.org/articles/essay-moonlight-illuminates-a-new-vision-of-the-black-community/>
- Jones, James R.** 2016. "John Glenn and the 'Last Plantation'". *The Hill*. December 9. <http://thehill.com/blogs/congress-blog/labor/309650-john-glenn-and-the-last-plantation>

GRANTS, FELLOWSHIPS, AND OTHER HONORS

2019-2020	Postdoctoral Fellowship, African American Studies Department, Princeton University
2017-19	Summer Institute on Tenure and Professional Advancement Fellowship, Duke University
2017	Robert K. Merton Award for Best Dissertation, Department of Sociology, Columbia University
2016	Daniel Bell Award for Best Contribution to Sociological Research or Public Policy, Department of Sociology, Columbia University
2016	Sammy Younge Best Student Paper Award, National Conference of Black Political Scientists. "Raced Identities in White Spaces: The Racialized Professional Identity of African American Legislative Staff"
2015	Cornerhouse Travel Grant, Department of Sociology, Columbia University
2015	Graduate Student Advisory Council Travel Grant
2013	Congressional Research Award, Dirksen Congressional Center, \$3,500
2012	Cornerhouse Travel Grant, Department of Sociology, Columbia University
2011-14	National Science Foundation Graduate Research Fellowship Program
2011	Cornerhouse Travel Grant, Department of Sociology, Columbia University
2011	Best Graduate Student Paper Award, 2 nd place, Association of Black Sociologists, "Nodding Hill: The 'Black Nod' in the U.S. Congress"
2010	Minority Student Summer Fellowship, Columbia University
2010	Klingstein Fellowship, Columbia University
2009-15	Paul F. Lazarsfeld Fellowship, Department of Sociology, Columbia University
2009	Pi Sigma Alpha Honor Society, George Washington University

PRESENTATIONS

Invited

- 2020 “The Color of Congress: Racial Equity in American Politics”, University of California Merced Office of Equity, Diversity, and Inclusion Virtual Dialogue on Equity, Justice, and Politics, Merced, CA.
- “Serving the Last Plantation”, Department of African American Studies, Princeton University, Princeton, NJ.
- 2019 “Serving the Last Plantation”, Department of Sociology, Boston University, Boston, MA.
- “The Last Plantation: Race and Racism in Congress,” Emerging Trends Series, Department of Political Science, Rutgers University, New Brunswick, NJ.
- 2017 Race to Power: Challenging Institutional Inequality in the U.S. Congress,” Rutgers National Conference “Framing the Value of Diversity & Inclusion in Higher Education: Setting the Research Agenda,” New Brunswick, NJ.

Conference Presentations

- 2020 “The Color of Congress: Racial representation amongst congressional interns,” National Conference of Black Political Scientists, Atlanta, Georgia.
- “How Congress Works,” Southern Political Science Association, San Juan, Puerto Rico.
- 2019 “How Congress Works,” Junior Theorist Symposium, New York, NY.
- 2018 “Congress as a Racialized Social System,” Eastern Sociological Society, Mini-conference on Race and Organizations, Baltimore, MD.
- “Congress as the Last Plantation,” American Political Science Association, Boston, MA
- “Congress as the Last Plantation,” Association of Black Sociologists, Philadelphia, PA.
- 2017 “Racial Formation in Congressional Cafeterias” Eastern Sociological Society Conference, Mini conference on Race and Organizations, Philadelphia, PA.
- “Racial Formation in Congressional Cafeterias” Annual Meeting of the American Sociological Association, Montreal, Canada.
- “Racial Formation in Congressional Cafeterias” National Conference of Black Political Scientists, San Diego, CA.
- “The Interconnectivity of Racial Organizations”, New Directions in Critical Race and Ethnic Studies, Knoxville, TN.
- “Legitimizing Congress through Diverse Perspectives,” American Political Science Association, San Francisco, CA.

- 2016 “The Racial Order of Congressional Dining Facilities,” Association of Black Sociologists, Memphis, TN.
- 2015 “Re-centering the Descriptive Representation Debate: The Contributions of Black Staff”, American Political Science Association, San Francisco, CA.
- “Black Staff Matter: Racialized Professionalism in Congress,” National Conference of Black Political Scientists, Atlanta, GA. **Winner of Sammy Young Best Graduate Student Paper.**
- 2014 “Raced Identities in White Spaces: The Racialized Professional Identity of African American Legislative Staff” Workshop on Critical Approaches to Race, Ethnicity, and Migration, Columbia University, New York, NY.
- 2013 “Racing Through the Halls of Congress: Understanding the Meaning of the ‘Black Nod’ Among Congressional Employees,” American Sociological Association, New York, NY.
- “Black Capitol: A History of Racial Segregation and Stratification in the U.S. Congressional Workforce,” Association of Black Sociologists, New York, NY.
- “Black Capitol: A History of Racial Segregation and Stratification in the U.S. Congressional Workforce,” Penn Program on Democracy, Citizenship and Constitutionalism, Philadelphia, PA.
- “Black Capitol: A History of Racial Segregation and Stratification in the U.S. Congressional Workforce,” Association for Humanist Sociology, Washington D.C.
- “Black Capitol: A History of Racial Segregation and Stratification in the U.S. Congressional Workforce,” Northeastern Political Science Association, Philadelphia, PA.
- 2012 “Racing Through the Halls of Congress: Understanding the Meaning of the ‘Black Nod’ Among Congressional Employees”, 16th Annual Aage Sorenson Memorial Conference, Stockholm, Sweden.
- 2011 “Nodding Hill: The ‘Black Nod’ in the U.S. Congress” Association of Black Sociologists, Las Vegas, NV. **2nd place winner for Best Graduate Student Paper Competition**
- “Nodding Hill: The ‘Black Nod’ in the U.S. Congress” Eastern Sociological Society, Philadelphia, PA.

TEACHING EXPERIENCE

Undergraduate Courses Taught

Black-ish and the Black Middle-Class (Rutgers-Newark and Princeton)
 Class, Status, Power (Rutgers-Newark)
 Exploring the American Racial State (Rutgers-Newark)
 Evaluation of Evidence (Columbia University)
 Introduction to Sociology (Rutgers-Newark)

PROFESSIONAL SERVICE

Occasional ad-hoc reviewer for: *Politics, Groups, Identity; Social Problems; Sociology of Race and Ethnicity*

Editorial Board 2021-2024 *Sociological Theory*

PROFESSIONAL EXPERIENCE

2019-2020 Board of Directors, Harlem United/URAM, New York, NY.

2004-2017 Board of Directors, Philadelphia Youth Action Team Inc., Board Chairman (2017), Philadelphia, PA.

2006 Congressional Black Caucus Foundation Intern, United States Congress, Washington, D.C.

MEDIA COVERAGE

Print

Al Dia, The Associated Press, The Afro- American, The Atlantic, Center for American Progress Blog, The Daily Beast, Florida Courier, The Guardian, The Hill, Huffington Post, NBC News, The Network Journal, New York Daily News, Los Angeles Sentinel, Politico, Roll Call, Seattle Medium, Travel Noire, The Washington Post

Radio

The Agenda with Ari Raben-Havt

Television

TvOne NewsOne, [YLE](#) (Finnish Broadcasting Company)